

Modern Slavery and Human Trafficking Annual Statement 2021

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MODERN SLAVERY AND HUMAN TRAFFICKING ANNUAL STATEMENT

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31st July 2021. This is our sixth statement under the Act and provides an overview of our continuing progress in this area.

About the University

UWE Bristol (and its subsidiary companies) provides a wide range of education, research and training related activities. We are based in Bristol but are a global institution. We have over 35,000 students registered on courses in the UK and at partner organisations across the world. We employ over 4,300 people and have a turnover in excess of £330m. We continue to progress an ambitious investment programme, with £500m planned to delivery of our Strategy 2030 across our people, estate and infrastructure, and in 2020/21 we engaged with over 3,500 suppliers.

We also play a leading role in shaping local decisions, improving lives across our communities and boosting the economy and cultural vibrancy of the city-region.

More information about UWE Bristol is available here: www.uwe.ac.uk.

Our commitment

UWE Bristol has adopted a zero-tolerance approach to modern slavery and human trafficking and we are committed to ensuring our policies and procedures combat the risk of modern slavery and human trafficking throughout our activities and in our supply chain.

We continue to take both an informed and risk-based approach to better understand our diverse and complex supply chains and to prioritise and target our actions.

Our policies and procedures

Overall responsibility for modern slavery rests with the Board of Governors. Day-to-day responsibility for implementing and monitoring the University's approach has been delegated to the Chief of Staff and Clerk to the Board of Governors and the Chief Financial Officer.

Our policies and procedures ensure that the University is fulfilling its commitment to a zero-tolerance approach and that our activities are conducted ethically and with integrity. These include, but are not limited to:

- Human resources, recruitment and employment policies and procedures which comply with UK law and are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

- Corporate and Social Responsibility in Procurement Policy, setting out our commitments and expectations.
- Ethical investment policy, to ensure that investments made by the University are socially responsible and sustainable.
- Safeguarding Policy and Procedure, to protect children and vulnerable adults from abuse and neglect.
- Health and Safety Policy, to provide an inherently safe and healthy working and learning environment that engages the entire University community.
- Public Disclosure Policy and Procedure (Whistleblowing), to allow staff, students and all members of the University to raise, at a high level, concerns or information which they believe in good faith provides evidence of malpractice or impropriety.

The University also has a Modern Slavery and Human Trafficking Policy in place to support our annual statements and to ensure clarity on the University's expectations, where responsibilities sit and where any concerns should be raised, in line with the University's Public Disclosure (Whistleblowing) Policy and Procedure. In 2020/21 this was further reviewed through the University's Sustainability Board, ensuring student engagement.

In 2021/22 we will be undertaking a further review of our corporate policies to ensure our Modern Slavery and Human Trafficking commitments are included appropriately.

The University has held Fairtrade status since 2006 and has shared good practice and gained external recognition in the form of success at the South West Fairtrade Business awards and the Environmental Universities and Colleges Green Gown awards in the Food and Drink category for our work on Fairtrade.

The University has applied the Living Wage Foundation's UK Real Living Wage since 2015 and in 2019/20 became a Living Wage Employer through the Foundation's accreditation, awarding the University the mark of a responsible employer.

We are committed to transparency in what we do and expect the same from our contractors, suppliers and other business partners and their supply chains. With this in mind, we are part of TISC Report (<http://tiscreport.org>) the world's largest open data repository of Modern Slavery and Human Trafficking Statements and our Modern Slavery and Human Trafficking Statement is included on the UK Government's Modern Slavery Statement Registry.

Understanding and engaging with our supply chains

We work with a wide range of different suppliers and partners and purchase works, goods and services from more than 3500 suppliers listed on our Finance system. Some of our suppliers subcontract work or rely on recruitment agencies to supply temporary or permanent staff. By the nature of their businesses, some of our suppliers are potentially higher risk than others, for example: maintenance, repairs and construction companies. All our suppliers are commodity coded, enabling us to identify those who are most high risk.

Our supply chains include:

- Estates goods and services (including cleaning and security)
- Professional Services
- Science, technical, engineering and medical goods and services
- IT equipment and services (for which Government Procurement Frameworks are used when choosing and appointing suppliers)
- Library
- Recruitment and delivery partners

The University's requirements and expectations with respect to human rights, employee health and safety and environmental performance are regularly communicated to our suppliers and are referenced in tender documentation and contracts.

Our Supplier Code of Conduct sets out UWE Bristol's expectations, including that '*Suppliers must take reasonable and proportionate steps to ensure that their suppliers and sub-contractors are not engaged in slavery, servitude, forced and compulsory labour or human trafficking. Suppliers must be prepared to provide to us the names and geographical locations of their own suppliers, to the extent that these are the source of products supplied to us.*'

Our expectations are also included in the University's Terms and Conditions of Purchase, and where appropriate progressed at scheduled contract review meetings as part of Equality, Diversity and Inclusion.

Both are published on the University's website, providing information for suppliers:

<https://www.uwe.ac.uk/about/services/finance-services/supplier-documents>

Tenderers responding to a UK Procurement Regulations tender are also asked to comply with the International Labour Organisation (ILO), which is an internationally recognised code of labour practice.

Anti-Modern Slavery and Human Trafficking commitments are also included in the employment contracts of the international agents who recruit students to UWE Bristol, and in 2021/22 we will be further considering our approach to academic agreements to ensure these commitments are appropriately reflected. The University is working to manage the increasing risk generated through the expansion in international partnerships.

We proactively engage with our suppliers and whilst we were unable to host our Annual SME Supplier Day in 2020/21 due to the coronavirus pandemic, we plan to run this again in 2021/22.

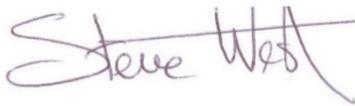
The University's top suppliers are listed in UWE Bristol's Annual Procurement Report which is considered by the Board of Governors Audit, Risk and Assurance Committee.

Promoting awareness and training

Raising staff awareness of the problem of modern slavery and human trafficking remains a priority in 2021/22. Communication of this Statement, the University's Modern Slavery and Human Trafficking Policy, and available training, is shared with all staff annually in the autumn, to coincide with Anti-Slavery Day. Online training is available to all staff and signposted through the University's safeguarding training.

Specific training has also been undertaken by our procurement professionals and in 2020/21 we gained the CIPS Corporate Ethics Procurement Mark. Online training completion is required of all staff who hold permission to procure through the University's financial software. The University is progressing a KPI of a 100% completion rate for staff with purchasing authority to undertake the training.

Statement approved by the Board of Governors on 21 September 2021.



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Professor Steven West

Vice-Chancellor, President and Chief Executive Officer

21 September 2021